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Hotel-Casino Employee Migration

to the

Atlantic City Region

STATE OF NEW JERSEY
DEPARTMENT OF LABOR
DIVISION OF PLANNING AND RESEARCH
OFFICE OF DEMOGRAPHIC AND ECONOMIC ANALYSIS
TRENTON, NEW JERSEY 08625

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HOTEL-CASINO EMPLOYEE MIGRATION TO THE ATLANTIC CITY REGION

INTRODUCTION

The introduction of legal casino gambling in Atlantic City in 1978 has raised many questions for policy makers, planners, and demographers charged with charting and forecasting the impact of this industry on the Atlantic City region and the State of New Jersey. Early studies of the impact of hotel-casinos in Atlantic City were based, necessarily so, on analogies with the Nevada experience or with other industries. This report represents the first New Jersey State government attempt to quantify and describe the migration of hotel-casino employees to the Atlantic City region based on Atlantic City data. The current and past county of residence as well as estimates of the level of migration are shown. Some demographic characteristics of hotel-casino employees by migrant and nonmigrant status are also presented. The findings are based on a sample survey of hotel-casino employees done by the New Jersey Department of Labor and the Casino Control Commission. The design, analysis, and report preparation for this study were done by Charles Crowley, a demographer in the Division of Planning and Research. John Bowman and his staff at the Casino Control Commission were responsible for collecting and coding the data for the study.

HIGHLIGHTS

In April 1981 more than 25,000 persons were employed in the seven operating hotel-casinos -- Resorts International, Boardwalk Regency, Bally Park Place, Brighton (Sands), Harrah's Marina, Golden Nugget, and Playboy. While 71% of these employees of the Atlantic City hotel-casinos were residents of Atlantic County, nearly all of the employees (97%) were living in the greater Atlantic City region (Atlantic, Cape May, Ocean, Camden, Cumberland, Gloucester, and Burlington counties). Three percent of the employees were distributed throughout the rest of the state. In addition, three of every four hotel-casino employees lived in the seven-county Atlantic City region one year before application for a hotel or casino employee license. Over half of the employees lived in Atlantic County and less than 20% were out of state residents. Only Atlantic and Cape May counties showed substantial net gains in residents among the Atlantic City hotel-casino employee population. These and other findings discussed in this report are based on a sample survey of hotel-casino employee files from the Casino Control Commission. The data were collected in May 1981 on a sample of persons employed in hotel-casinos in April 1981.

SURVEY METHODOLOGY

The Casino Control Commission maintains files on all applicants for hotel-casino employee licenses. These files were the source of data for this survey. The sample was drawn from lists of current employees prepared by the individual hotel-casinos on a regular and continuing basis for the Commission. The most current list from each hotel-casino at the time of the data collection was used. The total number of employees was estimated

to be 25,243 in April 1981. One in twelve employees was selected for inclusion in the sample. The desired sample size was 2,000 and a 1 in 12 selection would yield a sample of 2,104 employees. Missing items and unlocated files reduced the number of usable records to 2,060 which is 98% of the sample selected. Particular missing items cause certain tables to have smaller bases, but these differences are negligible.

The standard errors are reported in tables showing univariate distributions. These statistics measure the error due to sampling, but not other errors that may be associated with data collection and processing or may be contained in the records themselves. The standard error for estimates based on the full sample are about 1% or smaller. Caution should be exercised when the estimate is small as the standard error will be high relative to the estimate. Since the survey was taken at one point in time, it does not reflect seasonal variation in Atlantic City employment.

FINDINGS

Current Residence

In April 1981, nearly 18,000 of the more than 25,000 hotel-casino employees were living in Atlantic County and 6,409 of these employees were living in Atlantic City. That is, about one-fourth of the employees were Atlanic City residents. Conversely, 3 of every 4 employees commute to Atlantic City to work in the hotel-casinos and 3 of 10 commute from outside the county. In 1970, only 10% of the persons employed in Atlantic County lived outside the county according to census data, substantially less than the hotel-casino workers.

As shown in table 1, those counties bordering on Atlnatic have the greatest shares of hotel-casino employees with Cape May, Ocean, and Camden exceeding 1,000 employees. Every county in the state except Hunterdon was represented in the employee sample.

Past Residence

More than 3 of 4 employees, or more than 19,000, of the hotel-casinos lived in the seven-county Atlantic City region one year before application for a hotel-casino employee license. Over half of the employees (53%) lived in Atlantic County.

The distribution of past residence by county is shown in table 2. An estimated 18%, or 4,595 employees, were living outside New Jersey. Pennsylvania was the primary source of inmigrants with 1,863 persons while New York was the past state of residence for only 380 employees. Nevada, the only other state with legal casino gambling, was the past residence of 686 employees. Florida and California were other states with appreciable numbers of inmigrants. Many of the 184 foreign-resident inmigrants were from locations with casino gambling such as the Caribbean islands and England. Past residence by state and region is shown in table 3.

By comparing the data on tables 1 and 2, it can be shown that only Atlantic, Cape May, and Ocean counties experienced net increases in population among the hotel-casino employees. The net gain for Atlantic County was 4,676 which is the difference between the number of current residents and the number of residents one year before application for a hotel-casino employee license. Cape May added 801 persons from the employee population and Ocean had a net gain of 187 persons. While Camden was the current residence of 1,351 employees, it was the past residence of 1,593 employees and thus had a net loss of 242 persons among hotel-casino employees. Immigration among these employees represents a significant flow of workers into Atlantic County, to a lesser extent into Cape May County, and to a very slight extent into Ocean County.

Another important factor accounting for the work force in Atlantic City hotel-casinos seems to be increased labor force participation of area residents. In Atlantic County, there were 2.4 residents for each person in the labor force in 1970; this ratio had dropped to 1.8 in 1980 according to Division of Planning and Research estimates. In the following section, the immigration of persons in each of the counties of the Atlantic City region is reported.

Atlantic County Immigration

Not surprisingly, Atlantic County as the location of New Jersey's hotel-casinos, was home to more than 7 out of every 10 hotel-casino employees in 1981, and the destination of most immigrants. (An immigrant is defined as a hotel-casino employee who currently lives in the county and who did not live in the county one year prior to application for a hotel-casino employee license.) Counties both within and outside the greater seven county Atlantic City region showed substantial migration to Atlantic County. See table 4. In addition, three-quarters of the migrants from outside the state settled in Atlantic County, accounting for about 19% of the county's hotel-casino employee-residents. Nevertheless, most, 13,107 of 17,996 (73%) of the current residents were also past residents and more than three in four residents came from the greater seven county Atlantic City region.

Cape May Immigration

Cape May (table 5) had the second highest number of hotel-casino employees residing in the county and the largest proportion of immigrants among its current residents, who are employed by the casinos. Less than one-half of the current residents of Cape May, who were employed by the hotel-casinos were past residents, with one-third of the current residents from outside New Jersey.

Ocean County Immigration

Ocean County as shown in table 6 with 1,363 resident employees of hotel-casinos, is more like Atlantic than Cape May in that a very high proportion (76%) of its current residents in the hotel-casino employee population were

past residents. Migration of hotel-casino employees were relatively unimportant. There were only 332 inmigrants, and only 145 outmigrants. The Ocean County and Atlantic County figures indicate that the hotel-casinos provided job opportunities for persons already living in these areas.

Camden County Inmigration

Camden County is similar to Ocean County in many ways. The current number of resident hotel-casino employees is about the same. Also, most of Camden's resident-employees, 77%, were living in the county one year before applying for a hotel-casino employee license. See table 7. In addition, Camden County had about as many inmigrants as Ocean County with 307 employees moving into the county, but 549 employees left the county.

Cumberland, Gloucester and Burlington Inmigration

A little more than 1,900 hotel-casino employees live in the remainder of the greater Atlantic City region--Cumberland, Gloucester, and Burlington counties. Migration was relatively unimportant in these counties.

In Cumberland County (table 8), only 61 of the 700 employees who were living in the county in April were inmigrants while 145 persons left the county. Gloucester County (table 9) gained about as many inmigrants as it lost as outmigrants in the employee population; 207 moved out and 197 moved in. About 7 in 10 of the inmigrants were from the Atlantic City region, notably Camden, and the rest were non-New Jersey migrants. Burlington County (table 10) retained about two-thirds of its past resident-employees and had a net loss of 85 persons.

Among the seven counties of the Atlantic City region, only Atlantic and Cape May have experienced substantial inmigration as the result of employment in the Atlantic City casinos. These two counties have 86% of the out of state inmigrants and the major shares of within state and within region gains. Some of the characteristics of the employees which have been extracted from the Casino Control Commission records are examined in the next section.

The Hotel-Casino Employee Population

The median age of hotel-casino employees was about 29 years in April 1981. Two-thirds of the employees were under 40 years old. The age distribution is shown in table 11. There were more male than female employees, 52% versus 48%. Three of every four employees were identified as white (74%) and one-quarter non-white. Race was determined by identification from pictures in the employee's application file and could be influenced by errors inherent in such a procedure. This distribution is also shown in table 11.

About 43% of the employees were born in New Jersey and three-fourths were born in the Middle Atlantic states. One in ten of the employees was born in the South, about 6% were foreign born, and 4% were born in Puerto Rico. Neighboring Pennsylvania accounted for 26% of the employees' place

of birth. These figures are shown in table 3.

There are four types of hotel-casino employee licenses. These are hotel employee, casino employee, key casino employee, and gaming school employee type of licenses. The license class determines the kind of hotel-casino jobs the employee is allowed to perform under Casino Control Commission regulations. A hotel-type license restricts an employee's work to hotel functions only. A casino-type license is for persons who are allowed to work in the casino in such occupations as dealer, teller, alcoholic beverage employee, and the like. Each employee has one and only one type of license at a time, but a casino-type license also permits employment in hotel occupations. Key casino employees are defined as management and supervisory level employees. There were no gaming school employees in the sample as this type of license is not for hotel-casino occupations. The distibution by type is shown in table 11. Hotel-licensed employees were 39% of the sampled employees, casino employees were the largest classification with 58%, and key casino employees were 3% of all employees. This was the distribution of current license types and did not reflect the current occupational distribution in the hotel-casinos since many persons working in hotel functions are believed to hold casino licenses. (As noted previously, a casino-type license also permits employment in hotel occupations.) Some characteristics of the employees by type of license are discussed below.

The year in which the employee first applied for a hotel-casino license is indicated at the bottom of table 11. In 1978, the first year of hotel-casino operations, about 13% of the employees applied for their license. About equal numbers applied in 1979 and 1980, while 6% of the licenses were applied for in the first four months of 1981.

As can be seen from Table 12, the hotel-licensed employees tended to show higher representation in both the youngest and oldest age groups. Casino and hotel employees show nearly equal male and female proportions while key casino employees were more than 2 to 1 male. Nearly 2 of 5 hotel employees in the sample were nonwhite, while 16% of key casino and 17% of casino employees were nonwhite.

The last panel in table 12 shows the year of application for hotel-casino employee license by type of license. All key casino licensed employees in the sample had application dates prior to 1981. (Remember, less than 4 months of 1981 was represented in the survey.) Nearly half of the casino-type employees had applications dated from 1979 and largest number of hotel-type licenses were from 1980.

Migrants and Stayers

The current residents of the Atlantic City region can be classified as "migrants" and "stayers" according to their migration status. Migrants are employees who moved into the seven-county region and stayers are employees who were current residents as well as residents one year before their hotel-casino employee application date. In this section, the region is the boundary for migration rather than the county as used previously. The 19,163 stayers represented 76% of the employees and the 5,257 migrants were

about 21% of the sample. The remaining 3% of the employees were currently living outside the region. Table 13 shows some of the characteristics of the migrants and stayers.

The migrants were somewhat younger than the stayers; 83% of the migrants were under 40 years of age versus 74% of the stayers. While less than 3% of the migrants were 55 years old and over, nearly 10% of the stayers were in this age group. A higher percentage of the migrants (62%) than of the stayers (49%) were men. Migrants were somewhat more likely than stayers to be white rather than nonwhite, 78% for migrants and 74% for stayers.

More of the migrants were key casino-type licensed employees (35% versus 30%) than stayers. (Again it should be mentioned that each employee has only one type of license at a time.) A migrant was more than 4 times as likely to have a key casino license than a stayer, probably as a result of few, if any, past residents of the region having the necessary experience in the casino industry in the first years of gambling in Atlantic City. About 42% of the stayers had hotel-type licenses while only 33% of the migrants had such a license. Most of the migrants as well as most of the stayers held casino employee licenses, 61% and 57%, respectively. The distributions of migrants and stayers by year of application show that migrants were only slightly more likely to have more recent application dates.

SUMMARY

This report is the first attempt to quantify and describe the immigration of employees to the Atlantic City region. While speculation and "forecasts" have been plentiful, very little hard data on this population has been published or analyzed. Estimates of the level and direction of this immigration stream published here show that only Atlantic and Cape May counties have been major recipients of hotel-casino employee inmigrants. This study has shown that the Atlantic City hotel-casinos have drawn the great majority of their employees from the Atlantic City region. The results of this study also document the movement of employees within the region showing the net gains and losses. Finally, the characteristics of employees, to the extent that the data source allowed, were presented and discussed. It is hoped that these findings can provide a basis for planning and research related to employment generated by the hotel-casino industry in Atlantic City.

Note: Some totals in tables may not add due to rounding.

TABLES

TABLE 1

CURRENT COUNTY OF RESIDENCE OF ATLANTIC CITY HOTEL-CASINO EMPLOYEES: APRIL 1981

COUNTY	NUMBER	PERCENT DISTRIBUTION	STANDARD ERROR OF PERCENT
ATLANTIC	17,996	71.29	0.92
CAPE MAY	1,806	7.15	0.52
OCEAN	1,363	5.40	0.46
CAMDEN	1,351	5.35	0.46
CUMBERLAND	700	2.77	0.33
GLOUCESTER	627	2.48	0.32
BURLINGTON	577	2.29	0.30
MONMOUTH	135	0.54	0.15
BERGEN	123	0.49	0.14
MERCER	98	0.39	0.13
MIDDLESEX	98	0.39	0.13
HUDSON	74	0.29	0.11
PASSAIC	61	0.24	0.10
UNION	61	0.24	0.10
ESSEX	49	0.20	0.09
SALEM	49	0.20	0.09
SOMERSET	24	0.10	0.06
SUSSEX	24	0.10	0.06
MORRIS	12	0.05	0.04
WARREN	12	0.05	0.04
HUNTERDON	0	0.00	0.00
TOTAL	25,243	100.00	

TABLE 2

COUNTY OF RESIDENCE OF ATLANTIC CITY HOTEL-CASINO EMPLOYEES ONE YEAR BEFORE APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE: APRIL 1981

COUNTY	NUMBER	PERCENT DISTRIBUTION	STANDARD ERROR OF PERCENT
ATLANTIC	13,320	52.77	1.01
CAMDEN	1,593	6.31	0.49
CAPE MAY	1,005	3.98	0.40
OCEAN	1,176	4.66	0.43
CUMBERLAND	784	3.11	0.35
BURLINGTON	662	2.62	0.32
GLOUCESTER	637	2.52	0.32
MIDDLESEX	257	1.02	0.20
ESSEX	196	0.78	0.18
MONMOUTH	184	0.73	0.17
BERGEN	172	0.68	0.17
MERCER	172	0.68	0.17
HUDSON	110	0.44	0.13
UNION	97	0.39	0.13
SALEM	86	0.34	0.12
MORRIS	73	0.29	0.11
PASSAIC	73	0.29	0.11
SOMERSET	24	0.10	0.06
SUSSEX	12	0.05	0.04
WARREN	12	0.05	0.04
HUNTERDON	0	0.00	0.00
OUT OF STATE	4,595	18.20	0.78
TOTAL	25,243	100.00	

TABLE 3

STATE OF RESIDENCE ONE YEAR BEFORE APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE AND PLACE OF BIRTH OF ATLANTIC CITY HOTEL-CASINO EMPLOYEES: APRIL 1981

	NUMBER	PERCENT DISTRIBUTION	STANDARD ERROR OF PERCENT
STATE OF RESIDENCE:			
NEW JERSEY	20,709	82.04	0.78
PENNSYLVANIA	1,863	7.38	0.53
NEVADA	686	2.72	0.33
NEW YORK	380	1.50	0.25
FLORIDA	257	1.02	0.20
CALIFORNIA	270	1.07	0.21
OTHER STATES	723	2.86	0.34
FOREIGN	184	0.73	0.17
PUERTO RICO	172	0.68	0.17
PLACE OF BIRTH:			
NORTHEAST	19,415	76.91	0.85
MIDDLE ATLANTIC	19,055	75.49	0.87
NEW JERSEY	10,796	42.77	1.00
PENNSYLVANIA	6,531	25.87	0.89
NEW YORK	1,728	6.84	0.51
NORTH CENTRAL	701	2.78	0.33
SOUTH	2,447	9.69	0.60
WEST	307	1.22	0.22
FOREIGN	1,414	5.60	0.47
PUERTO RICO	959	3.80	0.39
TOTALS	25,243	100.00	

TABLE 4

RESIDENCE OF ATLANTIC CITY HOTEL-CASINO EMPLOYEES ONE YEAR BEFORE APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE FOR CURRENT RESIDENTS OF ATLANTIC COUNTY: APRIL 1981

AREA	NUMBER	PERCENT DISTRIBUTION	STANDARD ERROR OF PERCENT
ATLANTIC CITY REGION	13,967	77.61	1.03
ATLANTIC	13,107	72.83	1.07
BURLINGTON	160	0.89	0.23
CAMDEN	332	1.84	0.32
CAPE MAY	160	0.89	0.23
CUMBERLAND	110	0.61	0.19
GLOUCESTER	98	0.55	0.18
OCEAN	135	0.75	0.21
OTHER NJ COUNTIES	676	3.76	0.46
NOT NEW JERSEY	3,354	18.64	0.93
TOTAL	17,996	100.00	

TABLE 5

RESIDENCE OF ATLANTIC CITY HOTEL-CASINO EMPLOYEES ONE YEAR BEFORE APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE FOR CURRENT RESIDENTS OF CAPE MAY COUNTY: APRIL 1981

AREA	NUMBER	PERCENT DISTRIBUTION	STANDARD ERROR OF PERCENT
ATLANTIC CITY REGION	1,081	59.86	4.03
ATLANTIC	98	5.44	1.72
BURLINGTON	12	0.68	0.62
CAMDEN	98	5.44	1.72
CAPE MAY	835	46.26	3.79
CUMBERLAND	12	0.68	0.62
GLOUCESTER	12	0.68	0.62
OCEAN	12	0.68	0.62
OTHER NJ COUNTIES	123	6.80	1.91
NOT NEW JERSEY	602	33.33	3.95
TOTAL	1,806	100.00	

TABLE 6

RESIDENCE OF ATLANTIC CITY HOTEL-CASINO EMPLOYEES ONE YEAR BEFORE APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE FOR CURRENT RESIDENTS OF OCEAN COUNTY: APRIL 1981

AREA	NUMBER	PERCENT DISTRIBUTION	STANDARD ERROR OF PERCENT
ATLANTIC CITY REGION	1,117	81.98	3.65
ATLANTIC	61	4.50	1.82
BURLINGTON	25	1.80	1.16
CAMDEN	0	0.00	0.00
CAPE MAY	0	0.00	0.00
CUMBERLAND	0	0.00	0.00
GLOUCESTER	0	0.00	0.00
OCEAN	1,031	75.68	3.76
OTHER NJ COUNTIES	123	9.01	2.51
NOT NEW JERSEY	123	9.01	2.51
TOTAL	1,363	100.00	

TABLE 7

RESIDENCE OF ATLANTIC CITY HOTEL-CASINO EMPLOYEES ONE YEAR BEFORE APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE FOR CURRENT RESIDENTS OF CAMDEN COUNTY: APRIL 1981

AREA	NUMBER	PERCENT DISTRIBUTION	STANDARD ERROR OF PERCENT
ATLANTIC CITY REGION	1,142	84.54	3.45
ATLANTIC	25	1.82	1.18
BURLINGTON	12	0.91	0.84
CAMDEN	1,044	77.27	3.69
CAPE MAY	0	0.00	0.00
CUMBERLAND	0	0.00	0.00
GLOUCESTER	61	4.54	1.83
OCEAN	0	0.00	0.00
OTHER NJ COUNTIES	25	1.82	1.18
NOT NEW JERSEY	184	13.64	3.02
TOTAL	1,351	100.00	

TABLE 8

RESIDENCE OF ATLANTIC CITY HOTEL-CASINO EMPLOYEES ONE YEAR BEFORE APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE FOR CURRENT RESIDENTS OF CUMBERLAND COUNTY: APRIL 1981

AREA	NUMBER	PERCENT DISTRIBUTION	STANDARD ERROR OF PERCENT
ATLANTIC CITY REGION	651	92.98	3.41
ATLANTIC	0	0.00	0.00
BURLINGTON	0	0.00	0.00
CAMDEN	12	1.75	1.61
CAPE MAY	0	0.00	0.00
CUMBERLAND	639	91.23	3.47
GLOUCESTER	0	0.00	0.00
OCEAN	0	0.00	0.00
OTHER NJ COUNTIES	0	0.00	0.00
NOT NEW JERSEY	49	7.02	3.14
TOTAL	700	100.00	

TABLE 9

RESIDENCE OF ATLANTIC CITY HOTEL-CASINO EMPLOYEES ONE YEAR BEFORE APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE FOR CURRENT RESIDENTS OF GLOUCESTER COUNTY: APRIL 1981

AREA	NUMBER	PERCENT DISTRIBUTION	STANDARD ERROR OF PERCENT
ATLANTIC CITY REGION	566	90.20	4.20
ATLANTIC	25	3.92	2.52
BURLINGTON	12	1.96	1.80
CAMDEN	61	9.80	3.86
CAPE MAY	12	1.96	1.80
CUMBERLAND	25	3.92	1.80
GLOUCESTER	430	68.63	6.03
OCEAN	0	0.00	0.00
OTHER NJ COUNTIES	0	0.00	0.00
NOT NEW JERSEY	61	9.80	3.86
TOTAL	627	100.00	

TABLE 10

RESIDENCE OF ATLANTIC CITY HOTEL-CASINO EMPLOYEES ONE YEAR BEFORE APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE FOR CURRENT RESIDENTS OF BURLINGTON COUNTY: APRIL 1981

AREA	NUMBER	PERCENT DISTRIBUTION	STANDARD ERROR OF PERCENT
ATLANTIC CITY REGION	503	87.23	4.91
ATLANTIC	25	4.25	2.73
BURLINGTON	442	76.60	5.73
CAMDEN	37	6.38	3.31
CAPE MAY	0	0.00	0.00
CUMBERLAND	0	0.00	0.00
GLOUCESTER	0	0.00	0.00
OCEAN	0	0.00	0.00
OTHER NJ COUNTIES	25	4.26	2.73
NOT NEW JERSEY	49	8.51	3.78
TOTAL	577	100.00	

TABLE 11

AGE, SEX, RACE, TYPE OF LICENSE AND YEAR OF APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE FOR ATLANTIC CITY HOTEL-CASINO EMPLOYEES: APRIL 1981

	NUMBER	PERCENT DISTRIBUTION	STANDARD ERROR OF PERCENT
AGE:			
UNDER 20 YEARS	551	2.18	0.30
20 TO 24 YEARS	6,911	27.38	0.90
25 TO 29 YEARS	5,575	22.09	0.84
30 TO 34 YEARS	3,713	14.71	0.72
35 TO 39 YEARS	2,341	9.27	0.59
40 TO 44 YEARS	1,703	6.75	0.51
45 TO 49 YEARS	1,275	5.05	0.44
50 TO 54 YEARS	1,103	4.37	0.41
55 TO 59 YEARS	1,250	4.95	0.44
60 TO 64 YEARS	466	1.84	0.27
65 YEARS AND OVER	355	1.41	0.24
SEX:			
MALE	13,190	52.25	1.01
FEMALE	12,053	47.75	1.01
RACE:			
WHITE	18,756	74.30	0.89
NONWHITE	6,487	25.70	0.89
TYPE:			
HOTEL	9,866	39.09	0.99
CASINO	14,665	58.10	1.00
KEY CASINO	712	2.82	0.34
YEAR:			
1978	3,232	12.80	0.68
1979	10,291	40.77	1.00
1980	10,167	40.28	1.00
1981	1,554	6.16	0.49
TOTALS	25,243	100.00	

TABLE 12

AGE, SEX, RACE, AND YEAR OF APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE BY TYPE OF LICENSE FOR ATLANTIC CITY HOTEL-CASINO EMPLOYEES: APRIL 1981

	KEY CASINO		CASINO		HOTEL	
	NUMBER	PERCENT DISTRIB.	NUMBER	PERCENT DISTRIB.	NUMBER	PERCENT DISTRIB.
AGE:						
UNDER 20 YEARS	0	0.00	172	1.17	380	3.86
20 TO 24 YEARS	37	5.17	4,013	27.36	2,859	28.98
25 TO 29 YEARS	86	12.07	3,669	25.02	1,816	18.41
30 TO 34 YEARS	123	17.24	2,553	17.41	1,043	10.57
35 TO 39 YEARS	160	22.41	1,252	8.54	920	9.33
40 TO 44 YEARS	160	22.41	908	6.19	638	6.47
45 TO 49 YEARS	25	3.45	601	4.10	650	6.59
50 TO 54 YEARS	61	8.62	565	3.85	479	4.85
55 TO 59 YEARS	49	6.90	614	4.18	589	5.97
60 TO 64 YEARS	12	1.72	172	1.17	282	2.86
65 YEARS AND OVER	0	0.00	147	1.00	209	2.11
SEX:						
MALE	512	71.93	7,592	51.77	5,069	51.38
FEMALE	200	28.07	7,073	48.23	4,797	48.62
RACE:						
WHITE	600	84.21	12,192	83.14	5,959	60.40
NONWHITE	112	15.79	2,473	16.86	3,807	39.60
YEAR:						
1978	87	12.28	1,830	12.48	1,306	13.24
1979	300	42.11	7,096	48.39	2,911	29.51
1980	325	45.61	5,366	36.59	4,466	45.27
1981	0	0.00	374	2.55	1,182	11.98
TOTALS	712	100.00	14,665	100.00	9,866	100.00

TABLE 13

AGE, SEX, RACE, TYPE OF LICENSE, AND YEAR OF APPLICATION FOR HOTEL-CASINO EMPLOYEE LICENSE BY MIGRATION STATUS FOR ATLANTIC CITY HOTEL-CASINO EMPLOYEES: APRIL 1981

	"MIGRANTS"		"STAYERS"	
	NUMBER	PERCENT DISTRIBUTION	NUMBER	PERCENT DISTRIBUTION
AGE:				
UNDER 20 YEARS	37	0.70	504	2.63
20 TO 24 YEARS	1,437	27.34	5,208	27.18
25 TO 29 YEARS	1,376	26.17	3,955	20.64
30 TO 34 YEARS	970	18.46	2,666	13.91
35 TO 39 YEARS	528	10.05	1,781	9.29
40 TO 44 YEARS	393	7.48	1,265	6.60
45 TO 49 YEARS	197	3.74	1,056	5.51
50 TO 54 YEARS	184	3.50	884	4.62
55 TO 59 YEARS	61	1.17	1,093	5.71
60 TO 64 YEARS	37	0.70	430	2.24
65 YEARS AND OVER	37	0.70	319	1.67
SEX:				
MALE	3,258	61.97	9,365	48.87
FEMALE	1,999	38.03	9,798	51.13
RACE:				
WHITE	4,119	78.35	13,910	72.59
NONWHITE	1,138	21.65	5,253	27.41
TYPE:				
HOTEL	1,707	32.48	7,976	41.62
CASINO	3,194	60.75	10,881	56.78
KEY CASINO	356	6.78	309	1.61
YEAR:				
1978	517	9.84	2,635	13.75
1979	2,228	42.39	7,857	41.00
1980	2,192	41.69	7,508	39.18
1981	320	6.09	1,161	6.06
TOTALS	5,257	100.00	19,163	100.00

DATA COLLECTION FORM

CASINO-HOTEL EMPLOYEE IN-MIGRATION STUDY: DATA COLLECTION FORM

SAMPLE NUMBER ☐☐☐☐☐ 1-5

TYPE: HOTEL (1)
CASINO (2)
KEY CASINO (3)
GAMING SCHOOL (4) ☐ 6

OCCUPATION: _____

OCCUPATION CLASS: _____

OCCUPATION RECODE ..... ☐☐☐☐ 7-10

DATE OF APPLICATION ..... ☐☐☐☐☐☐ 11-16

DATE OF BIRTH ..... ☐☐☐☐☐☐ 17-22

PLACE OF BIRTH: CITY _____

STATE _____ FIPS: ☐☐☐☐☐☐ 23-28

SEX: MALE (1)
FEMALE (2) ☐ 29

RACE: WHITE (1)
NONWHITE (2) ☐ 30

CURRENT RESIDENCE/ADDRESS

CITY: _____

STATE: NJ ☐ OTHER _____

ZIPCODE: ☐☐☐☐☐ 31-35

MCD RECODE: _____ FIPS: ☐☐☐☐☐☐ 36-41

RESIDENCE ONE YEAR PRIOR TO
DATE OF APPLICATION:

CITY: _____

STATE: NJ ☐ OTHER _____

ZIPCODE: ☐☐☐☐☐ 42-46

MCD RECODE: _____ FIPS: ☐☐☐☐☐☐ 47-52

DATE OF MOST RECENT NON-NEW JERSEY ADDRESS:

DATE: ☐☐☐☐☐☐ 53-58

STATE: ☐☐ 59-60

NO NON-NEW JERSEY ADDRESS LISTED: ☐ 61

E R R A T A S H E E T

Page 4. Two-thirds of the employees were under 40 years old. CHANGE TO:
Two-thirds of the employees were under 35 years old.

Page 6. More of the migrants were key casino-type licensed employees (35% versus 30%) than stayers. CHANGE TO:
More of the key casino-type licensed employees were migrants (356 versus 309) than stayers.